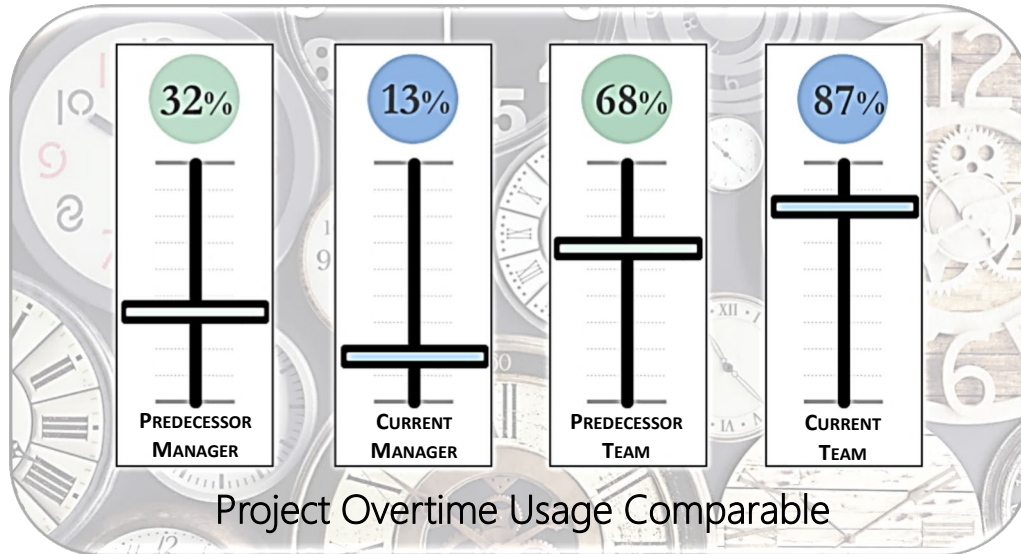


# BART Manager Did Not Commit Overtime Abuse

## Office of the Inspector General



### Investigation Results

A BART manager did not work unexplained or excessive overtime, nor did the manager take overtime projects away from their staff. Our office received an anonymous allegation that a BART manager was working overtime on work they were not permitted to perform and not assigning project overtime to their two staff members.

We reviewed the last five months of overtime paid to the accused BART manager's predecessor for project work, as well as the amount of project overtime paid to the two staff members under the predecessor for the time period of November 2019 to February 2020. In comparing the predecessor's project overtime rates with a similar five-month time period covering January through May 2022 for the accused BART manager, we determined the predecessor and their team had more overall project overtime than the accused manager and the current team. The predecessor manager personally worked 32% of their team's total project overtime as compared to the accused manager who worked 13%. In comparing total overtime for all work over a 12-month period, both managers worked almost identical rates: The current manager worked 273 hours vs the predecessor manager who worked 271 hours over a comparable time period. Concerning whether the managers should not be working project overtime at all, there is no policy making that restriction. The managers supervise a staff of two with potential around-the-clock and large-scale projects, thus it is not practical from a personnel availability perspective for just the two staff members to cover all the project overtime. Further, it is a best practice for District managers to be active and present during projects they supervise, even afterhours or on the weekends.

As the allegations are unsubstantiated, we have no recommendations for this report.



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Providing independent oversight of the District's use of revenue.